

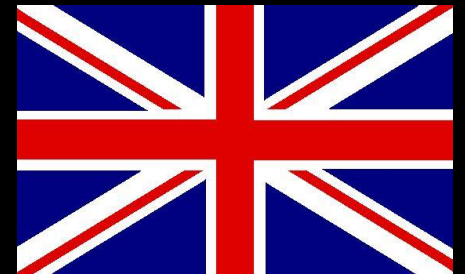
MANAGING CHANGE

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LIKE G&D ASSOCIATES ON FACEBOOK



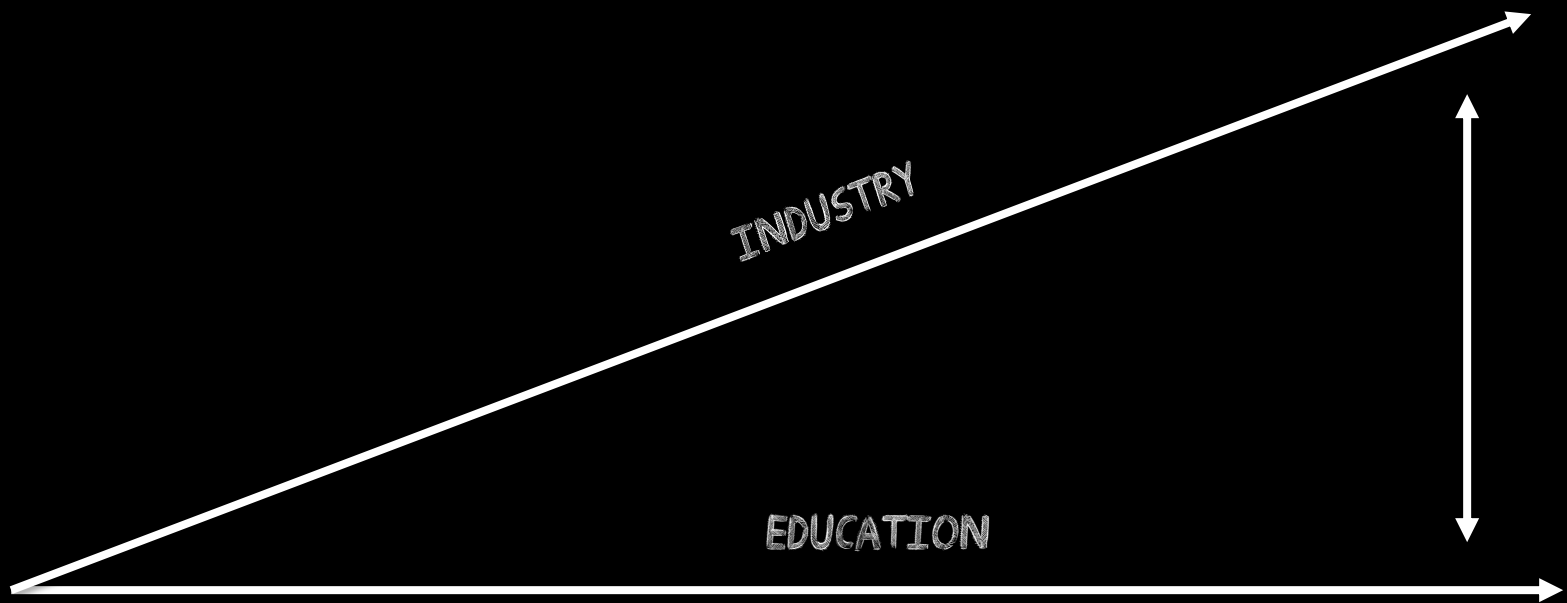
RESOURCES

[HTTPS://EASTERN-CARVER-COUNTY-
SCHOOLS.WIKISPACES.COM/HOME](https://eastern-carver-county-schools.wikispaces.com/home)

SPOT THE DIFFERENCE



CRISIS



WORKING PRACTICES

SO WHAT HAPPENED

VOLLMER'S LIST

THE MODEL T

WHAT DO WE DO

GROUND UP REBUILD

TOP FIVE:

IS ABLE TO WORK COLLABORATIVELY IN A TEAM

IS A CONFIDENT, RESILIENT PERSON

ENJOYS LEARNING, UN-LEARNING AND
REFLECTING

CONTRIBUTES POSITIVELY TO ALL GROUPS IN
THEIR DIVERSE SOCIETY

IS CREATIVE AND ENTREPRENEURIAL

PERSONALIZED LEARNING

INSTRUCTION —————> CONSTRUCTION
PERSONALIZED LEARNING

21ST CENTURY SKILLS

INSTRUCTION

RECEIVE KNOWLEDGE

SHORT TERM MEMORY

TESTING!!!!

INERT KNOWLEDGE

LOSS

CONSTRUCTION

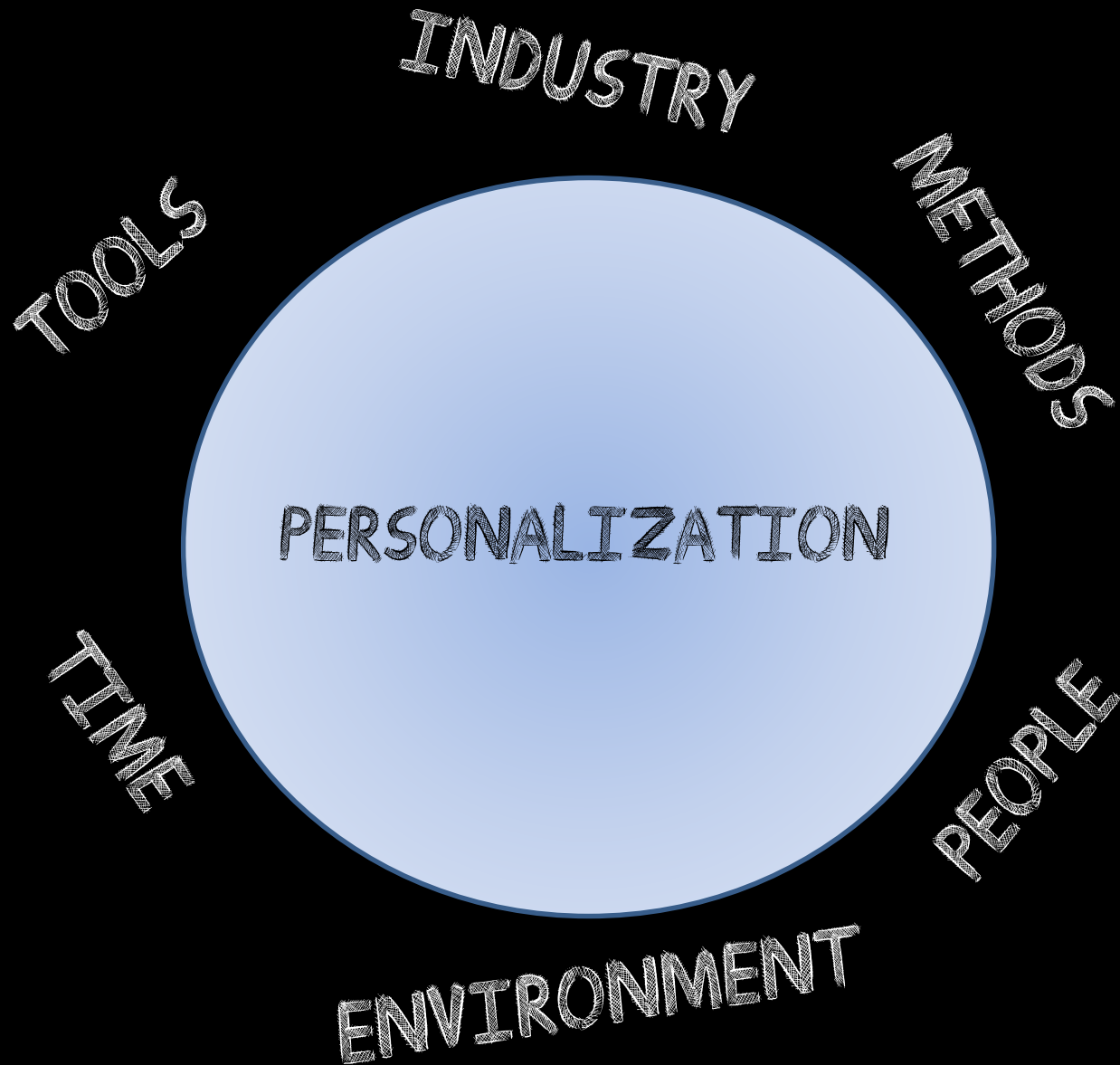
KNOWLEDGE SELECTION

SHORT TERM MEMORY

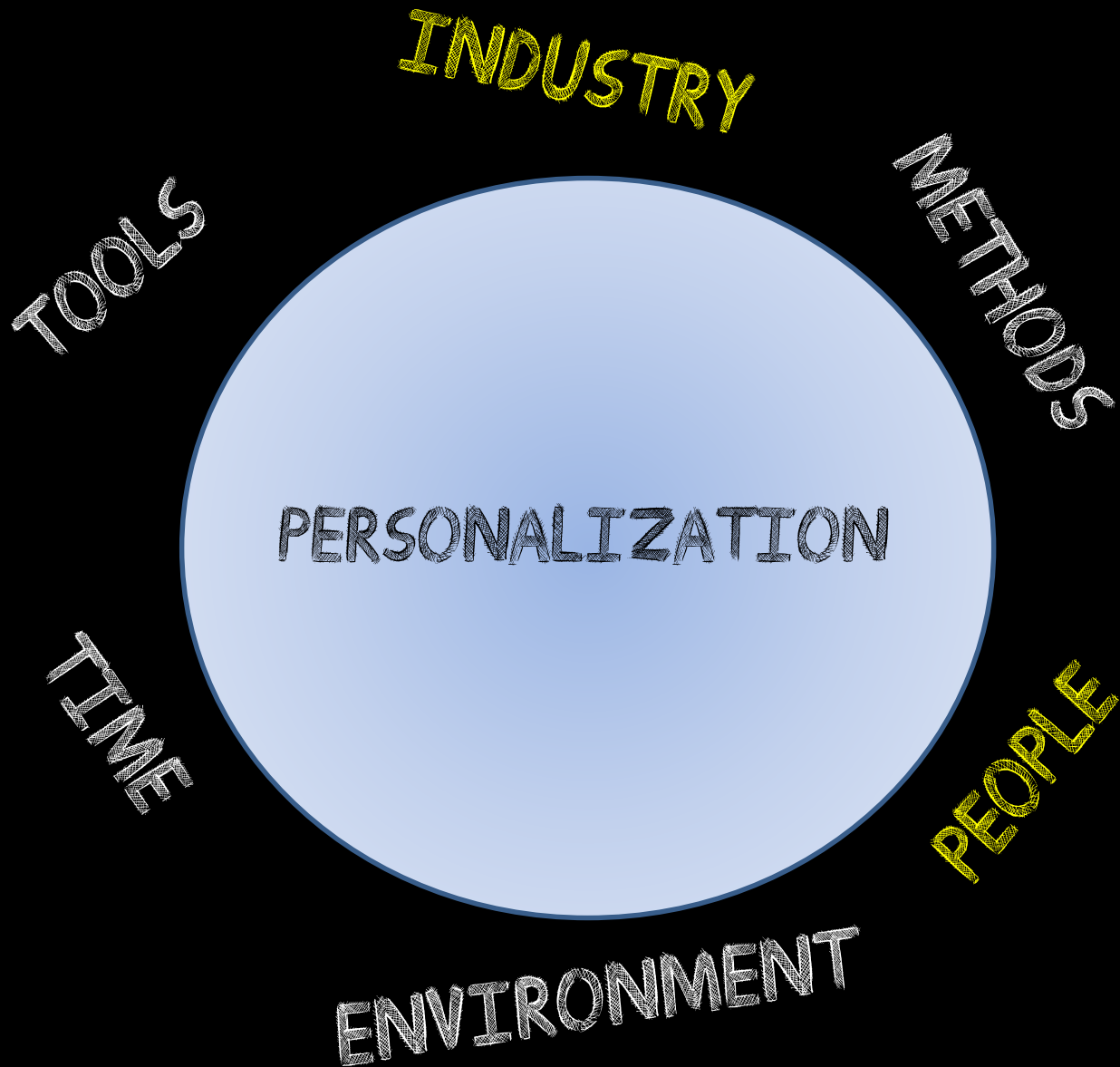
MEANINGFUL
APPLICATION

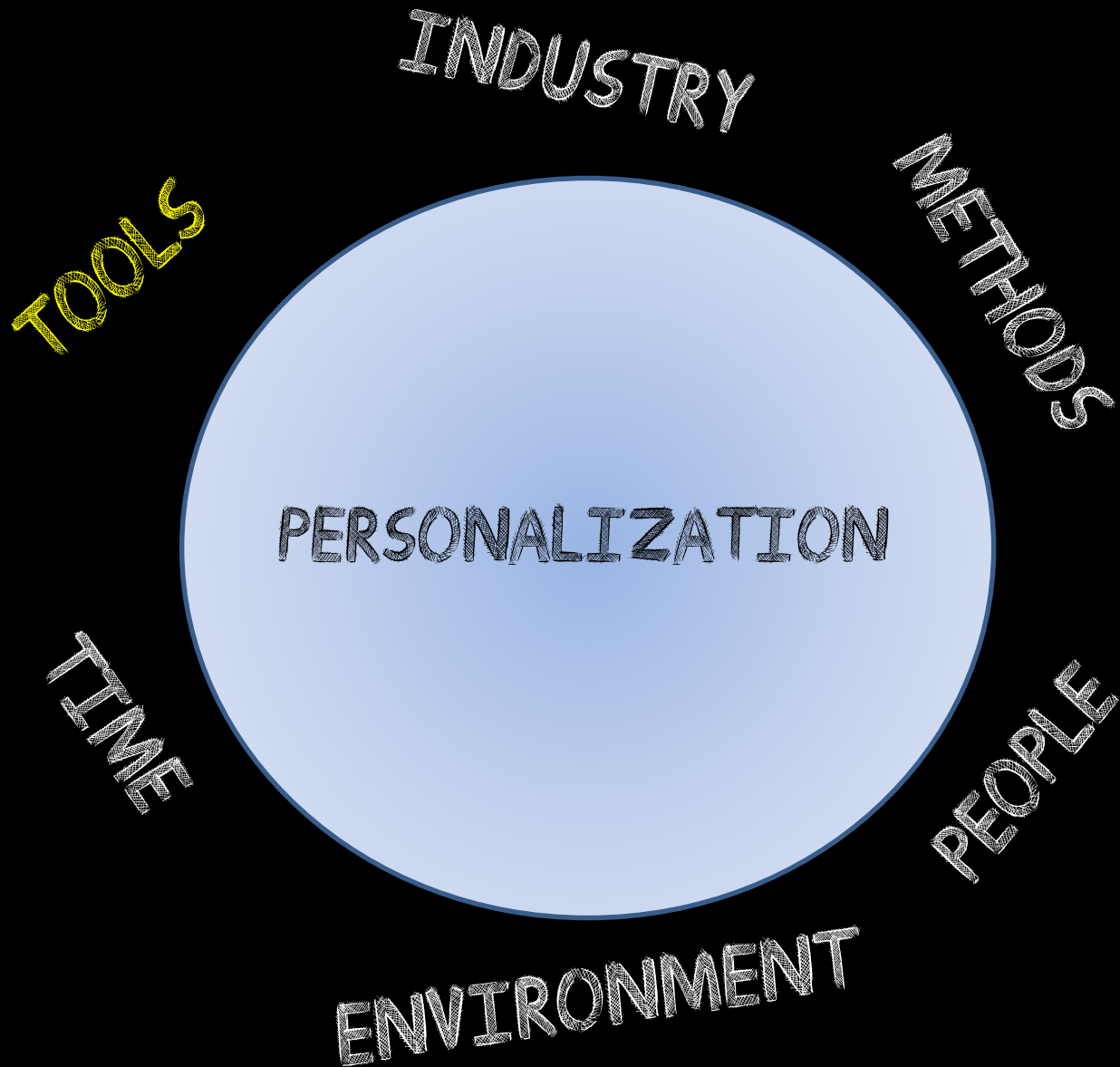
ACTIVE KNOWLEDGE

LONG TERM MEMORY









25, 50, ?

HCL

PACE OF CHANGE

TECHNOLOGY

25, 50, 15!!

HCL

PACE OF CHANGE

TECHNOLOGY



EVOLUTION

REORIENTATION

INTEGRATION

UTILIZATION

FAMILIARIZATION

HOOPER & REIBER





EVOLUTION

REORIENTATION

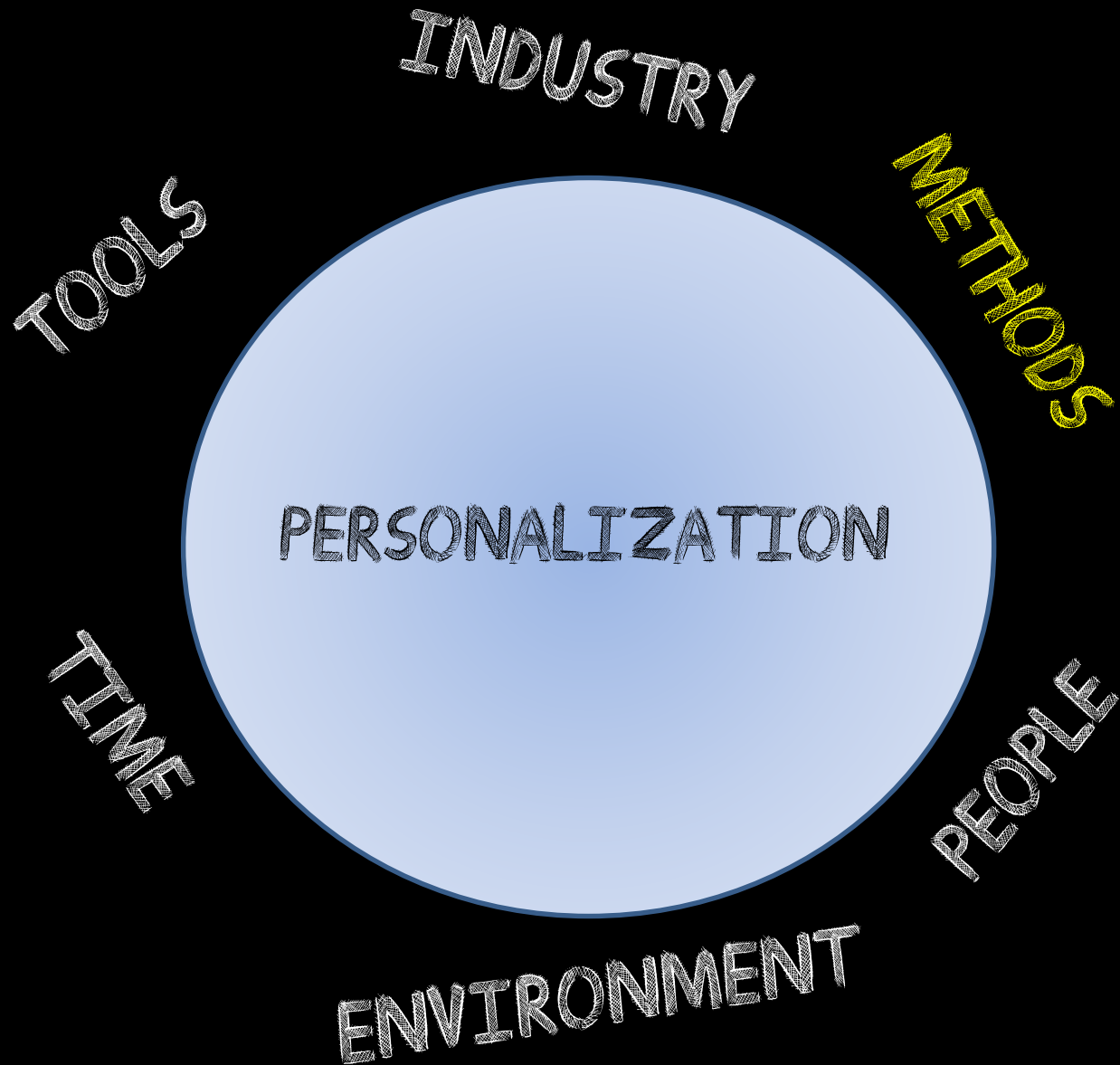
INTEGRATION

UTILIZATION

FAMILIARIZATION

HOOPER & REIBER





GETTING THERE

CHANGE MANAGEMENT

THE KNOSTER MODEL



MISSING ELEMENTS THE CONSEQUENCES

Vision	Action Plan	Skills	Resources	Incentives	=	Change
	Action Plan	Skills	Resources	Incentives	=	Confusion
Vision		Skills	Resources	Incentives	=	Treadmill
Vision	Action Plan		Resources	Incentives	=	Anxiety
Vision	Action Plan	Skills		Incentives	=	Frustration
Vision	Action Plan	Skills	Resources		=	Resistance

30 12 66 57 39 3 48 21 29	65 47 20 11 56 38 2	55 10 37 19 46 1 28 64
15 42 6 69 60 24 57 33 50 5 41	14 68 59 32 23 50 5 41	22 4 58 40 9 49 13 31
27 36 9 2 54 18 45 63 35 53 8	17 44 26 62 71 6 35 53 8	16 10 52 7 34 61 43 25

MANAGING CHANGE

APPLY A FRAMEWORK

DEVELOP A VISION

UNDERSTAND WHERE YOU ARE NOW

PRIORITIZE

PLAN

MARKET

THE VISION PROCESS

FIVE YEARS

FIVE AREAS

LEARNING AND TEACHING CENTERED

THE VISION PROCESS

YOUR VISION

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PLANNING

FMMA Plan 2013 2014 Final V3 [Compatibility Mode] - Excel									
<div> <div>FILE</div> <div>HOME</div> <div>INSERT</div> <div>PAGE LAYOUT</div> <div>FORMULAS</div> <div>DATA</div> <div>REVIEW</div> <div>VIEW</div> <div>ADD-INS</div> </div> <div> <div>Clipboard</div> <div>Font</div> <div>Alignment</div> <div>Number</div> <div>Styles</div> </div>									
<div> <div>M64</div> <div> <div>✕</div> <div>✓</div> <div>fx</div> </div> </div>									
FMMA Plan 2013/2014									
Key Area	VISION	VISION DELIVERY	Owner	Budget \$242,192	Due By	Overall Health	Weekly Health	Project Title	Plan Detail:
College and Career	Our specialized programs develop an understanding of the career academies offered at our high schools	Clubs and extra-curricular activities	Bob	\$50,000			11/18/2013	Summer Enrichment Camp	Plan details
College and Career	Guest speakers and events will be scheduled to expose students to a variety of jobs and careers	Guest community artist to work with students	Bob	\$5,000			11/18/2013	Guest Professionals and Artist	Plan details
College and Career	Our learning spaces and school corridors will have a clearly defined college and career theme that creates an engaging and stimulating	Mannequins that are dressed in clothing that identifies a job or career	Denise			may need to be deleted	11/18/2013	Comprehensive plan for 2013-2014 School Year	Plan details

Plan Detail Template

Signage / Art Displays

Start	Summer 2013
End	ongoing
People	students, art teacher, all teachers, Jarrod Demming, Amy Rothenberg, Beth Ohberg, Dan Adams, Rex
Training	NA
Budget	
Resources	local sign shops, supply cataloges, building supervisor, all teachers, students,
Incentives	Displaying student work creates a sense of pride and ownership on the part of the student which in turn will have positive affects in both academic achievement and behavior.
Sustainability	Displaying student work is easily sustainable and should be a part of every school's culture. Typically, art departments receive some funds for supplies that can carry on the program from year to year. Regarding signage, the signs are outdoor rated and should last 6 - 8 years.
First Step	Place new display case in its permanent place and attach art rails to designated walls by October 1st. Signs have already been printed and placed on existing sign boards.
Milestones and Measures	<p>Sept. 16th - Collaborate with all teachers and notify them that we are in need of art work to be displayed. Collection, display, and removal of art work is ongoing throughout the year. Career specialist will be responsible for collection, displaying, and removing of old art. A staff member will need to be designated to take on this role once the career specialist position ends.</p> <p>Nov 2013 - Order 20, 18X24 frames to be hung in strategic areas of schools. Displays to be changed quarterly.</p> <p>Nov 2013 - Order XX smaller frames to be hung in classrooms. Displays to be changed quarterly.</p> <p>Oct. 1st - move display case to its permanent location. Making progress.</p> <p>Ongoing - encourage all teachers to have current students produce art work for displaydisplays to be changed quarterly</p> <p>Ongoing - ensure that at least one student submits art for each approved art competitions</p>
Evidence	Pix of displays of student art
Success Criteria	Current student art work is on displayed in public areas of the campus.

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ANY QUESTIONS ?